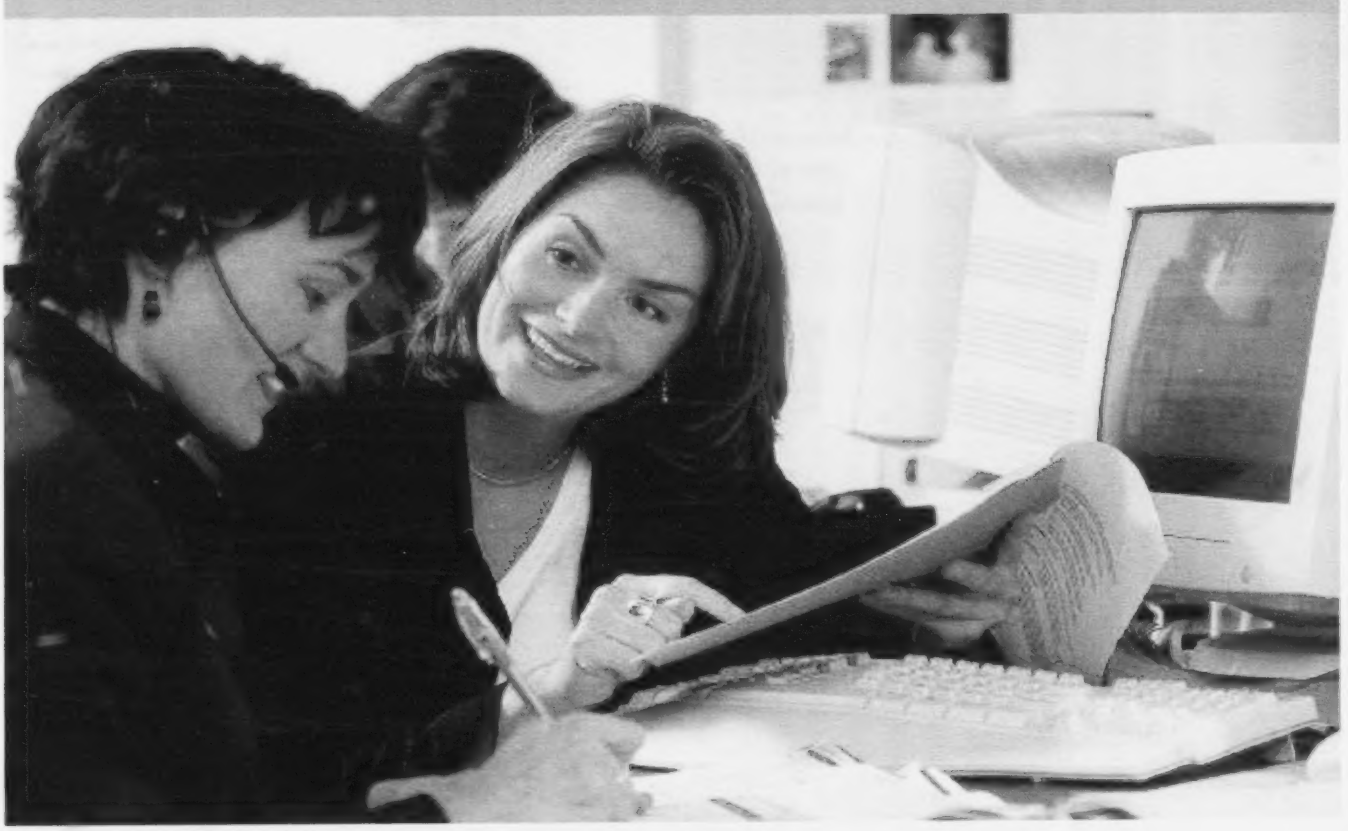
ALBERTA LABOUR FORCE PROFILES

Women 2012



Highlights

For the purpose of this profile, the population is defined as women 15+ years.

Working Age Population of Women in Alberta

- The number of women in Alberta's working age population grew by 25.2% or 303,700 between 2002 and 2012.

Labour Force Statistics of Women in Alberta

- At 4.7%, women in Alberta had the lowest unemployment rate of all women in Canada.
- In 2012, women in Alberta had the highest participation rate of all women in Canada, at 67.0%.
- Alberta women had the highest employment rate, at 63.9%, of all women in Canada in 2012.

Employment of Women in Alberta by Industry

- Women accounted for 84.2% of those employed in Health Care and Social Assistance in Alberta in 2012.
- Between 2002 and 2012, the Forestry, Fishing, Mining, Quarrying, Oil and Gas industry had the highest employment growth rate for Alberta women at 109.0%.

Employment of Women in Alberta by Occupation

- Over 69.0% of all employed women in Alberta worked in three occupational groups: Business, finance and administrative, 29.3%; Sales and services, 28.9%; and Health, 11.4%.
- Women accounted for 73.8% of those employed in Business, finance and administrative occupations.
- The two occupational groups that saw the largest percentage increase in women's employment in Alberta between 2002 and 2012 were Natural and applied sciences and related, up 58.5%; and Health, up 52.9%.

Educational Attainment of Employed Women in Alberta

- The number of employed women in Alberta with university degrees increased by 68.3% from 2002 to 2012, while those with above bachelor's degrees increased by 80.5% over the same period.

Full-time/Part-time Employment of Women in Alberta

- The number of women employed full-time and part-time rose 30.3% and 17.9% respectively between 2002 and 2012.
- Over this ten-year period, the largest percentage increases in full-time employment were women in the 65 years and over and the 45-64 years age groups: 158.7% and 50.9% respectively.

Average Hourly Wage of Women in Canada

- Alberta women received the highest average hourly wage of $23.50 in Canada.
- In 2012, the average hourly wage for women in Alberta was $1.65 higher per hour than the overall average hourly wage for women in Canada of $21.85.

Average Hourly Wage of Women in Alberta by Industry

- The $23.50 average hourly wage for women in Alberta was lower than the $29.54 for men by $6.04.
- The difference in the average hourly wage between men and women was the smallest in Health Care and Social Assistance, at $0.69; and the highest in Professional Scientific & Technical Services, at $10.34.

Average Hourly Wage of Women in Alberta by Occupation

- Women in Natural and applied sciences and related occupations had the highest average hourly wage of $36.16 in 2012.
- The average hourly wage of women in Natural and applied sciences occupations had the largest increase between 2002 and 2012, from $22.61 in 2002 to $36.16 in 2012.

Average Hourly Wage of Women in Alberta by Age Group

- Women's average wage was lower than men's across all age groups, and the wage difference increases with age.
- On average, women 25 to 54 years of age had the highest average hourly wage of the three women age groups, at $25.39.

Working Age Population of Women in Alberta

For the purpose of this labour force profile, working age population (or WAP) refers to people who are 15 years and older (please refer to the Appendix for definitions of labour force terms).

Alberta had the lowest percentage of women in the working age population, at 49.1%, while Nova Scotia had the highest percentage at 52.2%. (Figure 1) The overall Canadian average was 50.7%.

Figure 1

Number and Percentage of Women by Province, 2012

	Population (15+ years)	Women (15+ years)	% Women
Canada	28,314,700	14,360,000	50.7%
Newfoundland and Labrador	427,700	219,300	51.3%
Prince Edward Island	120,500	61,900	51.4%
Nova Scotia	780,300	407,100	52.2%
New Brunswick	620,400	320,000	51.6%
Quebec	6,637,400	3,355,200	50.5%
Ontario	11,069,700	5,655,000	51.1%
Manitoba	963,100	487,500	50.6%
Saskatchewan	811,000	408,300	50.3%
Alberta	3,069,900	1,508,300	49.1%
British Columbia	3,814,700	1,937,300	50.8%

Source: Statistics Canada, Labour Force Survey

Between 2002 and 2012, the number of women in Alberta's working age population grew by 303,700 or 25.2% which exceeded the Canadian working age women's population growth rate by 11.1 percentage points. (Figure 2) Alberta's working age population grew by 641,600 over the same period.

Figure 2

Working Age Population (15+ years), 2002 and 2012

	2002	2012	Growth	% Growth
Canadian	24,785,900	28,314,700	3,528,800	14.2%
Women in Canada	12,587,700	14,360,000	1,772,300	14.1%
Albertans	2,428,300	3,069,900	641,600	26.4%
Women in Alberta	1,204,600	1,508,300	303,700	25.2%

Source: Statistics Canada, Labour Force Survey

Labour Force Statistics of Women in Alberta

In 2012, 44.9% of Alberta's labour force and 44.8% of employed Albertans were women. (Figure 3) Women also accounted for 45.9% of Alberta's unemployed. The unemployment rate of 4.7% for Alberta women was 0.2 percentage points higher than the unemployment rate for men and 0.1 percentage points higher than the provincial average unemployment rate of 4.6% for all Albertans.

Figure 3

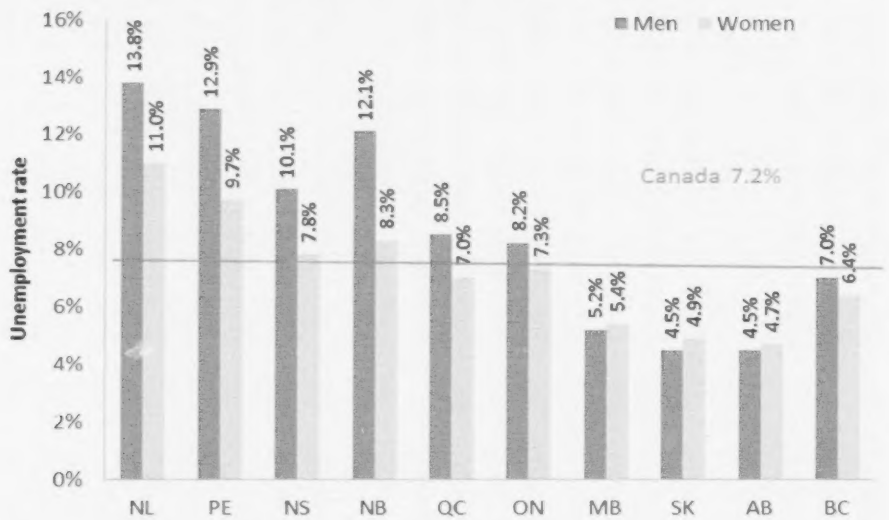
Labour Force Statistics by Gender, Alberta, 2012

	Women (15+ years)	Men (15+ years)	Albertans (15+ years)	% Women
Working Age Population	1,508,300	1,561,600	3,069,900	49.1%
Labour Force	1,010,900	1,242,600	2,253,500	44.9%
Employed	963,300	1,186,300	2,149,600	44.8%
Unemployed	47,600	56,300	103,800	45.9%
Participation Rate	67.0%	79.6%	73.4%	
Employment Rate	63.9%	76.0%	70.0%	
Unemployment Rate	4.7%	4.5%	4.6%	

Source: Statistics Canada, Labour Force Survey

Canada's unemployment rate was 7.2% in 2012; and 6.8% for Canadian women in 2012. The unemployment rate for Alberta's women, at 4.7%, was lower than the Canadian average. Alberta's women unemployment rate was the lowest rate for women in the ten provinces in 2012. (Figure 4)

Figure 4
Unemployment Rates by Gender, Canada and Provinces, 2012



Source: Statistics Canada, Labour Force Survey

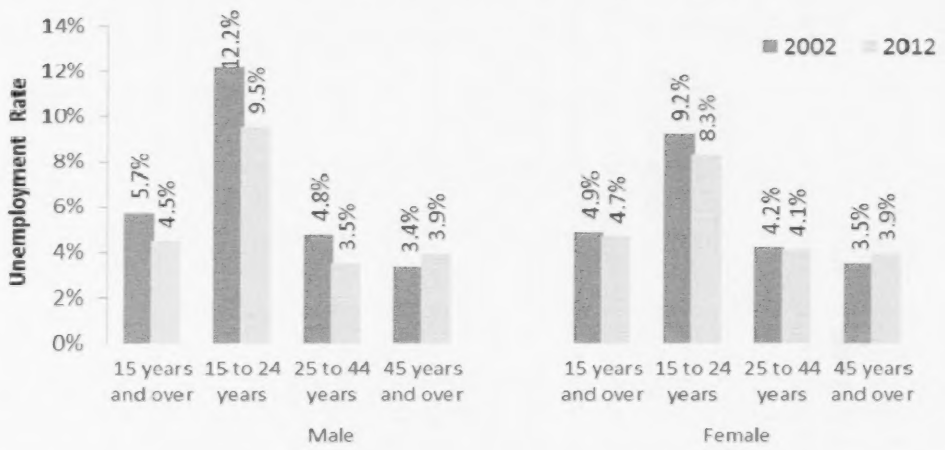
The unemployment rates fell in all but one age groups for both men and women between 2002 and 2012. Women and men 45 years and older had higher unemployment rates in 2012 compared to 2002. (Figure 5)

Between 2002 and 2012, the unemployment rate for women aged 45 years and older rose 0.4 percentage points, and for men of the same age group, it increased 0.5 percentage points. The unemployment rates for men and women 45 years and older were both 3.9% in 2012.

Women aged 15 to 24 years of age had the largest decrease in their unemployment rate of 0.9 percentage points, between 2002 and 2012. Men of the same age group also had the largest decline of 2.7 percentage points over the same period.

In 2012, the unemployment rate for women aged 25 to 44 years was 0.6 percentage points higher than for men. The greatest difference in unemployment rates between men and women occurred in the 15 to 24 age group, where the unemployment rate for men was 1.2 percentage points higher than the women's rate.

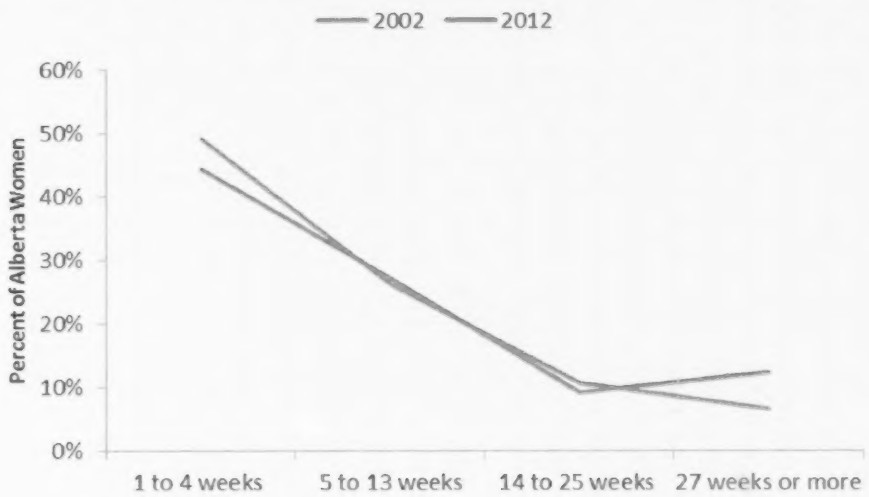
Figure 5
Unemployment Rate by Gender and Age Group, Alberta, 2002 and 2012



Source: Statistics Canada, Labour Force Survey

In 2012, 44.3% of women had unemployment duration of between one and four weeks compared to 49.2% in 2002. The average duration of unemployment for women in Alberta decreased from 14.0 weeks in 2002 to 12.6 weeks in 2012. (Figure 6) Just over twelve percent, or 12.4%, of unemployment lasted 27 weeks or longer in 2012 for Alberta's women.

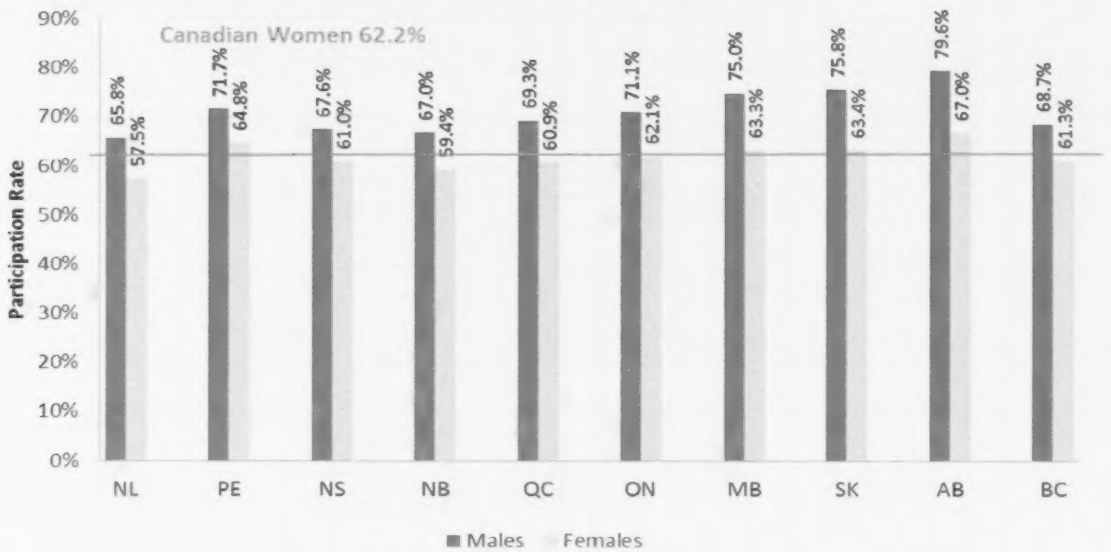
Figure 6
Duration of Unemployment for Women in Alberta, 2002 and 2012



Source: Statistics Canada, Labour Force Survey

In 2012, Alberta's women participation rate was 67.0%, the highest among women in all provinces. (Figure 7) This rate was 0.3 percentage points higher than the Canadian average participation rate of 66.7%, and 4.8 percentage points higher than Canadian female average participation rate of 62.2%. Women's participation rates were lower than men's in all ten provinces, and the largest difference of 12.6 percentage points occurred in Alberta.

Figure 7
Participation Rates by Gender, Canada and Provinces, 2012

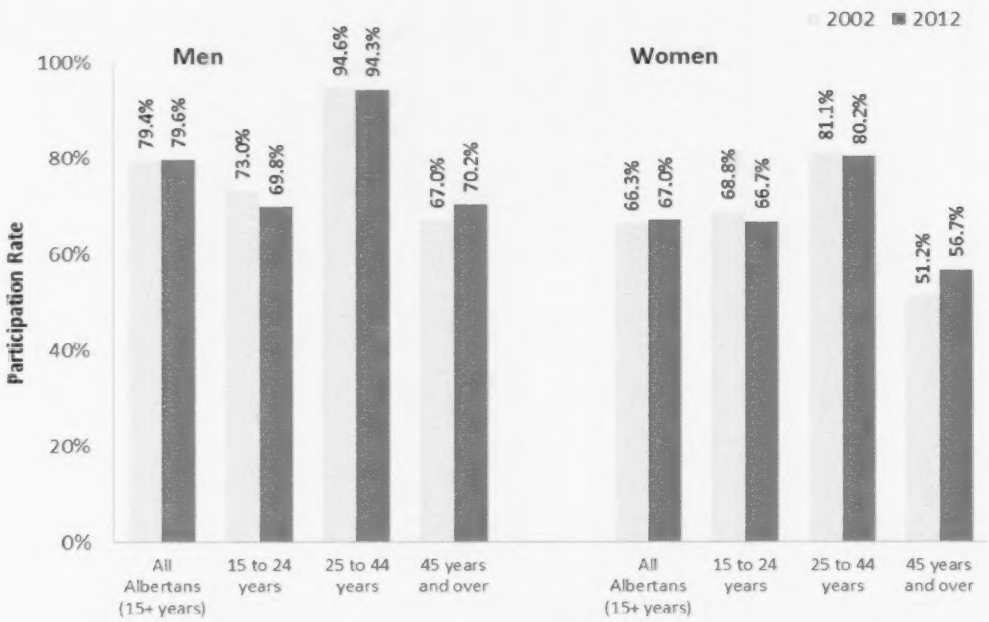


Source: Statistics Canada, Labour Force Survey

The largest increase in the participation rate over the ten years for both men and women was for those aged 45 years and over, rising 3.2 and 5.5 percentage points respectively. (Figure 8)

Between 2002 and 2012, the participation rates fell for women aged 15 to 24 years and for women aged 25 to 44 years by 2.1 and 0.9 percentage points respectively. The participation rate declined 3.2 and 0.3 percentage points for men in these same age groups. Overall, the participation rate for women in Alberta increased 0.7 percentage points, and for men, it increased by 0.2 percentage points in the ten years.

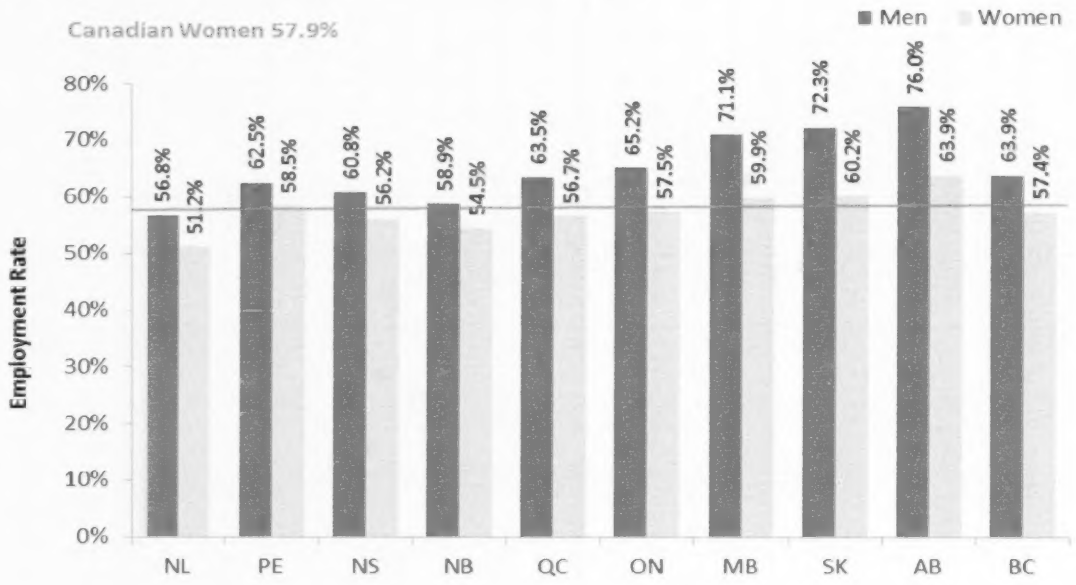
Figure 8
Participation Rate by Gender and Age Group, Alberta, 2002 and 2012



Source: Statistics Canada, Labour Force Survey

The employment rate for women in Alberta was 63.9%, the highest of all women in the ten provinces. (Figure 9) This rate was 2.1 percentage points higher than the Canadian employment rate of 61.8%, and 6.0 percentage points above the Canada's women employment rate of 57.9%.

Figure 9
Employment Rate by Gender, Canada and Provinces, 2012



Source: Statistics Canada, Labour Force Survey

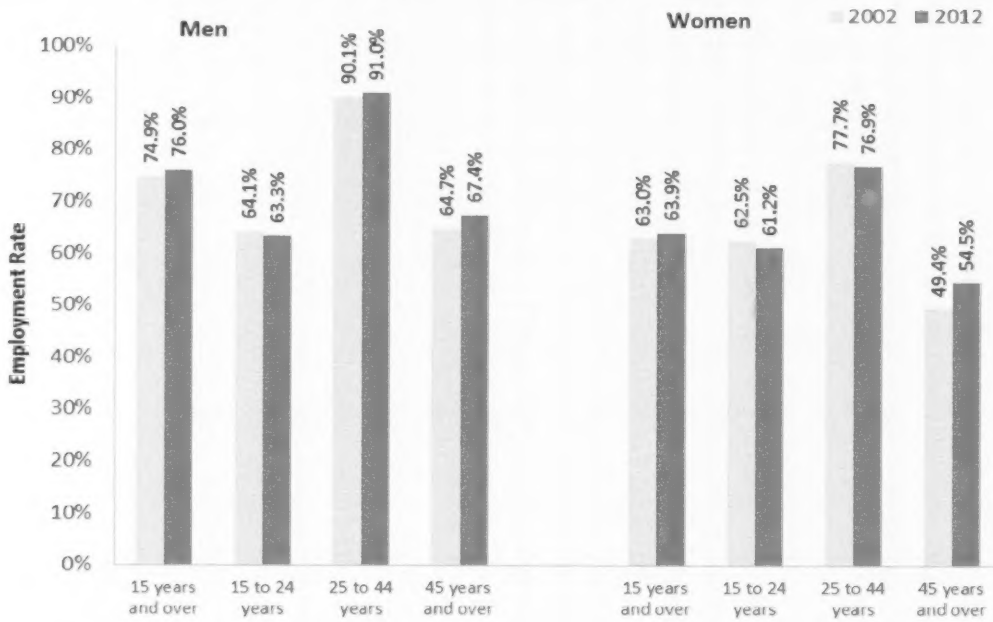
Women aged 15 and older saw a 0.9 percentage point increase in their employment rate, and men had a 1.1 percentage point increase over the ten-year period. (Figure 10)

Employment rates for women were below the rates for men across all age groups in both years. Both men and women in the 25 to 44 year old group had the highest employment rates of all groups in 2002 and 2012. The biggest difference in employment rate between men and women occurred also in this age group, where men's rate was 14.1 percentage points higher than women's in 2012.

The employment rates for men and women aged 15 to 24 years were lower in 2012 compared to 2002, by 0.8 and 1.3 percentage points respectively. For the 25 to 44 year old group, the employment rate was 0.9 percentage points higher for men but 0.8 percentage points lower for women.

Among men and women and across the four age groups, women 45 years and older had the largest overall increase in employment rate of 5.1 percentage points, between 2002 and 2012.

Figure 10
Employment Rate by Gender and Age Group, Alberta, 2002 and 2012



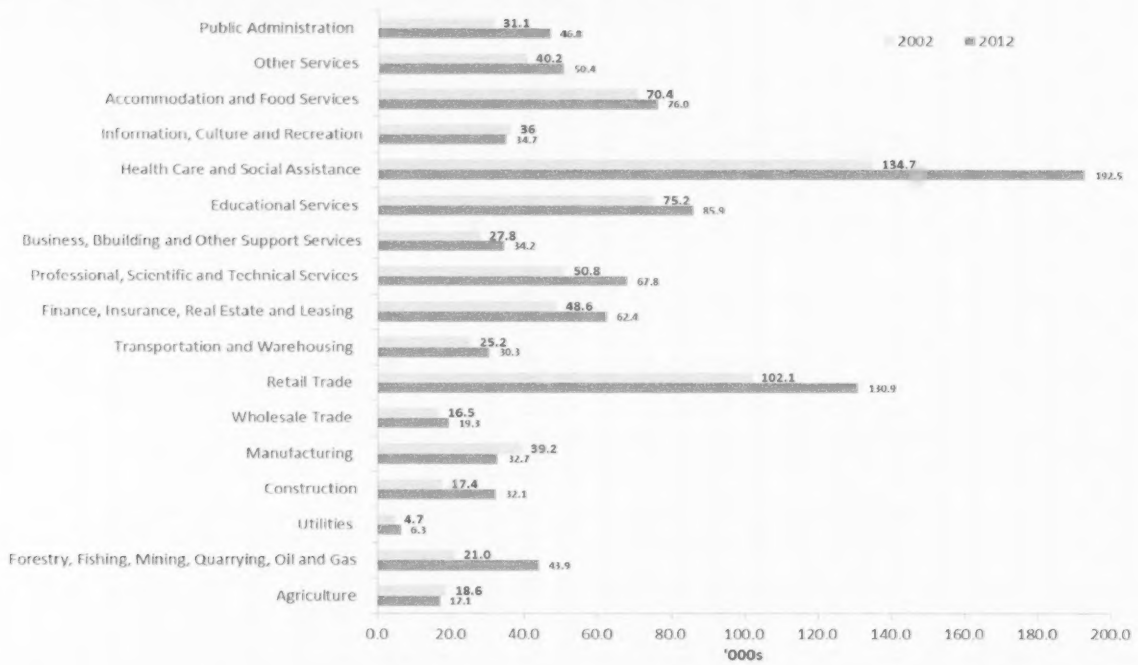
Source: Statistics Canada, Labour Force Survey

Employment of Women in Alberta by Industry

The industry with the highest women employment in Alberta in 2012 was Health Care and Social Assistance. (Figure 11) In 2012, 192,500 women were employed in that industry, representing 20.0% of all employed women in Alberta. Retail Trade had the second largest proportion of women employment in Alberta, 13.6% of all women employed, or 130,900 women. The industry that had the least number of women employed was Utilities, at 6,300 or 0.7% of all employed women in 2012.

Between 2002 and 2012, employment grew more than 50% for women in the following three industries: Forestry, Fishing, Mining, Quarrying, Oil and Gas, up by 109.0%; followed by Construction, with an 84.5% increase; and Public Administration, up by 50.5%. Over this ten year period, three industries saw declines in women's employment: Manufacturing, down by 16.6%; Agriculture, by 8.1%; and Information, Culture and Recreation by 3.6%.

Figure 11
Women Employment by Industry, Alberta, 2002 and 2012



Source: Statistics Canada, Labour Force Survey

Employment of Women in Alberta by Occupation

Over the ten-year period, the number of women employed rose across all occupations except those Occupations unique to processing, Manufacturing and Utilities, where employment fell by 5,800. (Figure 12)

The four occupations with the largest rate of growth in employment for Alberta women between 2002 and 2012 were Natural and applied sciences and related occupations, up 58.5%; Health occupations, up 52.9%; and Trades, transport and equipment operators and related occupations, up 43.1%; and Occupations in art, culture, recreation and sport, up 32.4%.

In 2012, 29.3% were employed in Business, finance and administrative occupations. Another 28.9% of all employed woman in Alberta worked in Sales and service occupations. Of the ten occupations, just 1.4% of those employed in Occupations unique to processing, Manufacturing and Utilities were women.

Two occupations which had a predominance of women employed were: Health occupations where 82.5% were women, and Business, finance and administrative occupations in which 73.8% were women. The two occupations with the smallest proportion of women employed were Trades, transport and equipment operators and related occupations, in which 6.7% were women, and those Occupations unique to primary industry, in which 17.3% were women.

Figure 12

Women Employment by Occupation in Alberta, 2002 and 2012

	2002	2012	% Growth
Management occupations	51,500	53,800	4.5%
Business, finance and administrative occupations	216,700	282,500	30.4%
Natural and applied sciences and related occupations	26,500	42,000	58.5%
Health occupations	71,600	109,500	52.9%
Occupations in social science, education, government service and religion	87,300	105,900	21.3%
Occupations in art, culture, recreation and sport	21,300	28,200	32.4%
Sales and service occupations	224,800	278,400	23.8%
Trades, transport and equipment operators and related occupations	19,700	28,200	43.1%
Occupations unique to primary industry	20,900	21,700	3.8%
Occupations unique to processing, manufacturing and utilities	19,000	13,200	-30.5%

Source: Statistics Canada, Labour Force Survey

Educational Attainment of Employed Women in Alberta

More employed women in 2012 had attained education beyond the secondary level than employed women in 2002. (Figure 13) At the same time, there were fewer employed women in 2012 that had no degree, certificate or diploma, as well as fewer employed women who were high school graduate with some post-secondary education compared to 2002.

Between 2002 and 2012, the numbers of employed women with some high school education decreased by 7.9% while the number of employed women with university degrees rose 68.3%.

Figure 13
Educational Attainment of Employed Women, 2002 and 2012

Source: Statistics Canada, Labour Force Survey

Of employed Albertans who had attained post-secondary certificates or diplomas, 43.8% were women. (Figure 14) The proportion of employed women who had a university degree was 25.4% compared to 21.0% for men.

The proportion of employed women who had high school graduation was 24.0% compared to men at 24.2%. Of employed men, 13.3% had no degree, certificate or diploma; for women, it was 9.5%.

Figure 14
Educational Attainment of Employed Albertans (15+ years) by Gender, 2012

		Men		Women	
	Albertans	Number	%	Number	%
No Degree, certificate or diploma	12.1%	164,000	13.8%	95,700	9.9%
High school graduate	24.1%	286,600	24.2%	231,000	24.0%
Some post-secondary*	6.4%	70,700	6.0%	68,000	7.1%
Post-secondary certificate or diploma*	34.9%	422,200	35.6%	328,700	34.1%
University degree	23.0%	249,400	21.0%	244,600	25.4%
Bachelor's degree	16.5%	171,300	14.4%	183,600	19.1%
Above bachelor's degree	6.5%	78,100	6.6%	61,000	6.3%

*include those with or without high school graduation
Source: Statistics Canada, Labour Force Survey

Full-time/Part-time Employment of Women in Alberta

The number of Alberta women employed full-time increased by 30.3% and those employed part-time grew 17.9% between 2002 and 2012. (Figure 15) In 2002, 72.3% of all employed women worked full-time, and in 2012, it was 74.2%.

In 2012, more women were employed full-time than part-time in all but one age group, the 65 years and older. However, the percentage growth in full-time employment in the ten-year period was highest for women 65 years and older, at 158.7%, followed by those 45 to 64 years old, at 50.9%. The 65 years and older women also had the highest growth rate in part-time employment, at 256.1%, followed by the 45 to 64 year olds, at 38.6%.

Of all age groups, women 45 to 64 years of age had the largest increase in the number of both full-time and part-time employment, by 93,200 and 22,300 respectively over the ten-year period. Part time employment grew 2.0% for women aged 25 to 44 years, and 5.1% for women 15 to 24 year of age.

Figure 15
Alberta Women Full-Time and Part-Time Employment by Age Group, 2002 and 2012

	2002		2012		Growth in Employment (%)
	Employment	% of all Employed Women (15+ years)	Employment	% of all Employed Women (15+ years)	
15+ years	759,500		963,300		26.8%
Full-time	548,800	72.3%	714,900	74.2%	30.3%
Part-time	210,700	27.7%	248,400	25.8%	17.9%
15 - 24 years	138,600	18.2%	150,800	15.7%	8.8%
Full-time	76,300	10.0%	85,400	8.9%	11.9%
Part-time	62,200	8.2%	65,400	6.8%	5.1%
25 - 44 years	371,400	48.9%	429,700	44.6%	15.7%
Full-time	284,700	37.5%	341,300	35.4%	19.9%
Part-time	86,700	11.4%	88,400	9.2%	2.0%
45 - 64 years	240,800	31.7%	356,300	37.0%	48.0%
Full-time	183,100	24.1%	276,300	28.7%	50.9%
Part-time	57,700	7.6%	80,000	8.3%	38.6%
65 + years	8,700	1.1%	26,400	2.7%	203.4%
Full-time	4,600	0.6%	11,900	1.2%	158.7%
Part-time	4,100	0.5%	14,600	1.5%	256.1%

Source: Statistics Canada, Labour Force Survey

Average Hourly Wage[1] of Women in Canada

Of employed women in Canada, Alberta women received the highest average hourly wage in 2012, at $23.50. (Figure 16) Alberta's women's average hourly wage was $1.65 higher than employed Canadian women average hourly rate of $21.85.

Figure 16

Average Hourly Wage of Employed Women in 2012, Canada and Provinces

	Average Hourly Wage
Canada	**$21.85**
Newfoundland and Labrador	**$21.29**
Prince Edward Island	**$19.55**
Nova Scotia	**$19.70**
New Brunswick	**$18.88**
Quebec	**$20.90**
Ontario	**$22.56**
Manitoba	**$20.00**
Saskatchewan	**$22.19**
Alberta	**$23.50**
British Columbia	**$21.47**

Source: Statistics Canada, Labour Force Survey

[1] Weekly and hourly wage rates are calculated in conjunction with usual paid work hours per week.

Average Hourly Wage of Women in Alberta by Industry

In 2012, the average hourly wage of all Albertans was $26.70. Alberta women's and men's average hourly wages were $23.50 and $29.54 respectively that year. (Figure 17)

Women employed in the Forestry, Fishing, Mining, Quarrying, Oil and Gas industry had the highest average hourly wage, at $33.83 in 2012. Both men and women employed in the Accommodation and Food Services industries had the lowest average hourly wages, at $16.39 and $13.79, respectively. The greatest difference between men and women's average hourly wages was in the Professional, Scientific & Technical Services industry where women received, on average $10.34 per hour less than men. The smallest difference between men's and women's average hourly wages occurred in the Health Care and Social Assistance industry where women received, on average, $0.69 per hour less than men.

Figure 17

Average Hourly Wages by Industry and Gender, Alberta, 2012

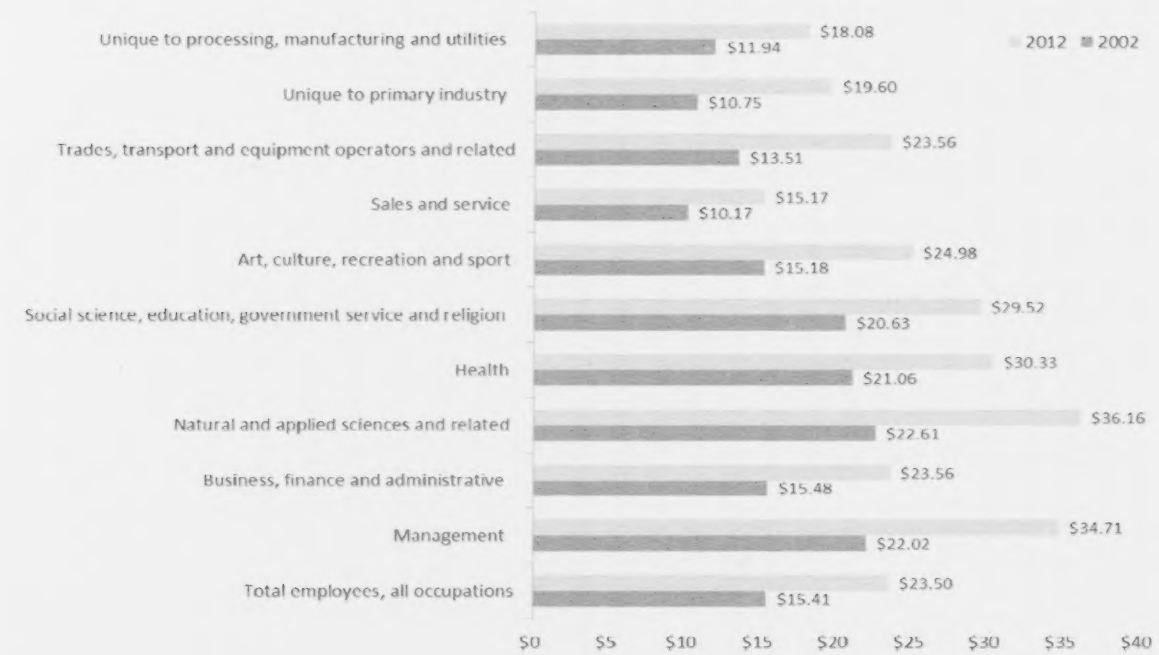
Source: Statistics Canada, Labour Force Survey

Average Hourly Wage of Women in Alberta by Occupation

Figure 18 shows that the average hourly wages for women were higher in all ten occupations over the ten-year period. The three occupations with the largest increase in average hourly wage between 2002 and 2012 were: Natural and applied sciences and related occupations, up $13.55; Management, up $12.69; Trades, transport and equipment operators and related, up $10.05. The occupation with the smallest increase in the average hourly wage for women over the ten years was Sales and service occupations which increased $5.00.

Women in Natural and applied sciences and related occupations received the highest average hourly wage in 2012, at $36.16, while those employed in the Sales and service occupations received the lowest, at $15.17.

Figure 18
Average Hourly Wages for Women by Occupation, Alberta, 2002 and 2012



Source: Statistics Canada, Labour Force Survey

Average Hourly Wage of Women in Alberta by Age Group

Young men and women between the age of 15 and 24 had the lowest average hourly wage of the four age groups in 2012. (Figure 19) This age group also had the smallest difference in average hourly wages between men and women, of $3.22. The wage difference between Alberta women and men aged 25 to 54 years was $6.23; and was $7.54 for those 55 years of age and older.

Women aged 25 to 54 years had the highest average hourly wage of the three age groups, at $25.39. The average hourly wage in 2012 for Alberta men and women was $29.54 and $23.50 respectively.

Figure 19
Average Hourly Wage by Gender and Age Group, Alberta, 2012

Source: Statistics Canada, Labour Force Survey

Appendix

All of the following definitions are from the Guide to the Labour Force Survey, Statistics Canada.

Employment Rate: The number of persons employed expressed as a percentage of the population 15 years of age and over.

Industry: The general nature of the business carried out by the establishment for whom the respondent works (main job only).

Labour Force: The labour force is the portion of the civilian, non-institutional population 15 years of age and over who, during the survey reference week, were employed or unemployed. The reference week is defined as the week, usually containing the 15th day of the month, in which information is collected for the Labour Force Survey.

Occupation: The kind of work persons 15+ years were doing during the reference week, as determined by the kind of work reported and the description of the most important duties of the job. If the individual did not have a job during the reference week, the data relates to the most recent job held within the previous year.

Participation Rate: The total labour force expressed as a percentage of the population aged 15 years and over. This measure represents the proportion of the said population that is either employed or actively seeking employment.

Women: For the purpose of this report, women refer to females 15+ years.

Working Age Population: Those persons 15+ years except persons living on Indian reserves, inmates of institutions, and regular members of the Canadian Armed Forces.